Conflict and Conflict Management
Preliminary Syllabus Spring 2019

Conflict and Conflict Management is a course about the nature and sources of conflict, the conditions under which conflict escalates and de-escalates, and the circumstances under which it may be constructive or destructive. It is my hope is that you will develop a greater understanding of conflict through the course so that you will better be able to manage it as individuals, as professionals, and as citizens.

Readings: There are two required texts for this course. The basic text is Dean G. Pruitt and Sung Hee Kim, Social Conflict: Escalation, Stalemate and Settlement (3rd ed. 2004) (hereinafter “Pruitt”). The second “text” is a set of supplemental readings that can be found on the course TWEN web site.

Learning Outcomes: Learning Objectives and Outcomes. Students will learn:
- the nature of conflict, escalation, des-escalation, and resolution;
- how to manage conflict so that its effects are as constructive as possible;
- how to speak about conflict in a way that is civil and respectful, even when forceful; and
- how to integrate an understanding of conflict dynamics into their future roles as lawyers and leaders in their communities.

Classes and Attendance Policy: Classes will be a combination of lectures, exercises, and other class supplements. Regular class attendance and participation is expected, consistent with the Law School’s formal attendance policy, which may be found on the Law School’s web site at http://catalog.missouri.edu/academicpolicies/attendance/.

If you miss eight classes for any reason, you will be dropped from the course administratively without further notice – meaning you are responsible for monitoring the number of your absences. Attendance is required for any class in which we have a guest speaker, subject to loss of points for class participation.

Statement on Political Views: This course takes place at a time of unprecedented conflict, especially political conflict. Many of you will have political views, sometimes strong ones depending on the issue. Given the intensity and polarization of present political discourse, I expect this dynamic to be especially in play this class.
So let me be clear: As a policy matter, we will embrace this conflict rather than avoid it, and frequently draw on news events around locally, nationally and internationally during the course of our class discussions.

I will not hesitate to share my views from time to time, and I want you to encourage you to share yours. From an ideological perspective, I do not care what they are. In fact, I very much hope that they transcend the political spectrum because it will make for a much more engaging classroom dynamic and a better learning experience for everyone.

My one caveat is that I expect you to articulate your views like a lawyer – thoughtful, reasoned, and respectful. You can expect the same of me. In my opinion, learning how to talk about issues that are intensely charged and subject to fierce political disagreement is every bit as important as the substantive content of this course. Use this class as an opportunity to develop or improve your game.

**Grading:** There will be three components of your final grade: short papers, a final paper, a skill development presentation, and class participation. The final paper will constitute 70 percent of your grade, the short paper will collectively count 10 percent of your grade, and class participation 20 percent. Please note that there will not be a final examination for this course.

a. **Short paper.** You are required to write a 2-3 page reflection paper on a personal dispute and turn in a printed copy on the first day of class. It doesn’t have to be about the worst dispute you’ve ever had, but something that was at least meaningful to you for whatever reason rather than something frivolous. See further instructions below.

b. **Class Participation.** I value your class participation and therefore allocate 20 percent of your grade to participation. I am looking for your engagement, insight, sophistication, and other indicia of mastery. Please note that mere attendance is not participation for purposes of the class participation component of your grade.

c. **Final Paper:** You will be required to do a paper of approximately 15 pages analyzing a dispute in which you have been involved, other than as a lawyer. It is due by 5 p.m. on May 6, Stop Day, but may be turned in on TWEN any time after the class session this semester.

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<tr>
<th>Schedule Adjustment:</th>
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<tr>
<td>Jan. 29 (probably)</td>
<td>TBD</td>
<td>Feb. 21 (during open hour)</td>
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<td>Feb. 22 (possibly)</td>
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**Assignment for First Class:** Choose any meaningful personal conflict in which you are or have been involved (other than as a lawyer). Write a short description of the conflict (one or two pages at most) to turn in at the beginning of class. Be sure to provide the basic facts, why you think it's important, what made the conflict get better or worse, and if applicable, the way in which it was resolved. Be prepared to make a three-minute presentation about it to the class. Also, please read the assigned readings if you have already purchased the book.
Schedule of Classes

Dates for topics are approximate and may vary depending upon the pace of class.

**Topic 1 (Jan. 22-24). Approaching Conflict: Conflict vs. Dispute Resolution.**
*Pruitt: Chapter 1, Pages 1-9*
*Supplement: Goleman, et al, The Power of Emotional Intelligence*

- Short Paper on a Personal Dispute Due

**Topic 2 (Jan. 29-31). Conflict and Disputes.**
*Pruitt: Chapter 1, Pages 9-14, and Chapter 2*
*Supplement: Felstiner et al, Naming Blaming and Claiming*
*Opotow, Aggression and Violence (Pages 403-414)*
*Sandy et al., Personality and Conflict (Pages 289-306)*
*Goldstein, The Four Noble Truths*
*Chamallas, Architecture of Bias*
*Flinn et al, Ecological Dominance (Optional)*

**Topic 3 (Feb. 12-14). Constructive vs. Destructive Conflict.**
*Supplement: Deutsch, Cooperation and Competition*

**Topic 4 (Feb. 19-21). Perceptions, Judgment & the Development of Conflict.**
*Supplement: Siegel, Memory, Trauma, and Recovery*
*Allred, Anger and Retaliation in Conflict: The Role of Attribution*
*Neale & Bazerman, Perspectives for Understanding Negotiation*

**Topic 5 (Feb. 26-28): Tactical Choices in Conflict.**
*Pruitt: Chapters 3 and 4, Chapter 10 (skim)*

**Topic 6 (Feb. 5-7): Moderators of Conflict**
*Pruitt: Chapter 7 (Pages 126-151)*
*Supplement: Coleman, Power and Conflict*
*Lewicki & Wiesthoff, Trust ... [and] ...Trust Repair*
*Tyler, Public Mistrust of the Law*
Topic 7 (March 12-14): Stability and the Escalation of Conflict  
   Pruitt: Chapters 5 and 6 (pages 101-113)

Topic 8 (March 19-21): Why Conflict Endures  
   Pruitt: Chapter 8

March 29-31: Spring Break! No Class!!

   Pruitt: Chapter 9  
   Supplement: Zartman, *The Hurting Stalemate and Beyond*  
                Kriesberg, *De-Escalating Conflict*  
                Volkan, *Sadat Goes to Jerusalem*

Topic 10 (April 9-11). Intergroup Conflict  
   Pruitt: Chapter 6 (113-120)  
   Supplement: Fisher, *Intergroup Conflict*  
                Janis, *GroupThink*  
                Harvey, *The Abilene Paradox*

   Supplement: Coleman, *Intractable Conflict*  
                Carnegie Comm. Report on Prevention of Deadly Violence (Executive Summary)  
                Volkan, *Bloodlines, Deadly Distinctions: The Rise of Ethnic Conflict*  
                Ethnic Tents & Large Group Identities

   Supplement: Background Paper  
                Confidential instructions

Topic 13 (April 30-May 2). Capstone Exercise: Middle East Peace: The Future of Hebron

Disclosures

Statement Regarding Americans with Disabilities Act
If you anticipate barriers related to the format or requirements of this course, if you have emergency medical information to share with me, or if you need to make arrangements in case the building must be evacuated, please let me know as soon as possible. This sample statement is posted on the web at: http://provost.missouri.edu/faculty/syllabus.html and at http://disabilityservices.missouri.edu/faculty/syllabus.php.

If disability-related accommodations are necessary (for example, a note taker, extended time on exams, captioning), please register with the Office of Disability Services (http://disabilityservices.missouri.edu), S5 Memorial Union, 573- 882-4696, and then notify me of your eligibility for reasonable accommodations. For other MU resources for students with disabilities, click on "Disability Resources" on the MU homepage.

Statement Regarding Academic Dishonesty

Academic integrity is fundamental to the activities and principles of a university. All members of the academic community must be confident that each person's work has been responsibly and honorably acquired, developed, and presented. Any effort to gain an advantage not given to all students is dishonest whether or not the effort is successful. The academic community regards breaches of the academic integrity rules as extremely serious matters. Sanctions for such a breach may include academic sanctions from the instructor, including failing the course for any violation, to disciplinary sanctions ranging from probation to expulsion. When in doubt about plagiarism, paraphrasing, quoting, collaboration, or any other form of cheating, consult the course instructor.

Statement Regarding Intellectual Pluralism

The Law School community welcomes intellectual diversity and respects student rights. Students who have questions or concerns regarding the atmosphere in this class (including respect for diverse opinions) may contact the Dean’s Office, the Director of the Office of Students Rights and Responsibilities http://osrr.missouri.edu/ or the MU Equity Office (equity@missouri.edu). All students will have the opportunity to submit an anonymous evaluation of the instructor(s) at the end of the course.

Statement Regarding the Taping of Classroom Discussions

University of Missouri System Executive Order No. 38 lays out principles regarding the sanctity of classroom discussions at the university. The policy is described fully in Section 200.015 of the Collected Rules and Regulations. In this class, students may not make audio or video recordings of course activity, except students permitted to record as an accommodation under Section 240.040 of the Collected Rules. All other students who record and/or distribute audio or video recordings of class activity are subject to discipline in accordance with provisions of Section 200.020 of the Collected Rules and Regulations of the University of Missouri pertaining to student conduct matters.

Those students who are permitted to record are not permitted to redistribute audio or video recordings of statements or comments from the course to individuals who are not students in the course without the express permission of the faculty member and of any students who are recorded. Students found to have violated this policy are subject to discipline in accordance with provisions of Section 200.020 of the Collected Rules and Regulations of the University of Missouri pertaining to student conduct matters.